

BAM Grants Scheme – Award Holders 2019

We are delighted to announce the outcomes of the 2019 round of the British Academy of Management Grants Scheme which this year has included the inaugural BAM-ANZAM Collaborative Research Award, offered jointly with our sister body – the Australian and New Zealand Academy of Management (ANZAM) to support and advance international research collaborations between management researchers in Australia, New Zealand and UK.

These schemes are part of the Academy’s mission to build a thriving, pluralistic research community by supporting relevant, ethical and innovative management and business research and are offered as follows:

- BAM Transitions 1 Research Grant for early career researchers (maximum £4,000 each)
- BAM Transitions 2 Research Grant for mid-career researchers (maximum £4,000 each)
- BAM Management Knowledge and Education (MKE) Award (maximum £4,000 each)
- ANZAM/BAM Collaborative Research Award (maximum £6,000 each)

We received 65 applications across all schemes, many of which were of excellent quality and have agreed to make the maximum number of awards this year, including an additional award for the new BAM-ANZAM scheme.

The award holders are:

[Transitions 1](#)

Dr Susan Mawer, Liverpool John Moores University - *Identify in modern management theory and practice, the ideas and concepts of the social scientist and management theorist, Mary Parker Follett (1868 - 1933).*

Project summary: For those practising, teaching, and studying management, Follett’s philosophies will be evaluated to assess the legitimacy of teaching management history to business students. These studies will offer a role-model in continual self-development through life-long learning and seeking innovative solutions to problems and conflicts in work and society.

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Dr Constantine Manolchev, University of Exeter Business School - *Investigating Job Quality and Everyday Working Lives of Highly-Skilled and Low-Skilled Migrant Workers in the UK*

Co-Investigator: Dr Toma Pustelnikovaite, Abertay University School of Business, Law and Social Science

Project summary: The working lives of migrants are a topic of continued media and academic interest, yet there is limited research comparing migrant experiences in low-pay and highly-paid work. As part of this project, we will carry-out two ‘polar type’ case studies and compare the quality of migrant workers’ jobs in sectors that heavily rely on migrant labour, namely the food industry and academia. In doing so, we will critically investigate the social responsibility and sustainability of

migrant-employing sectors in the top and bottom segments of the labour market, and offer a better understanding of the everyday working lives of migrant workers in the UK

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Dr Simon Moralee, The University of Manchester - *The professionalisation of medical leadership: from where to what next?*

Co-Investigators: Prof. Mark Exworthy, University of Birmingham, and Prof. Damian Hodgson and Prof. Naomi Chambers, Alliance Manchester Business School.

Project summary: This project is looking at the development of leadership within the medical profession focussing on the staff at the Faculty of Medical Leadership and Management (FMLM), an organisation that has taken the lead in developing medical leadership in the UK since 2011. Through interviews and observation of members and associates of FMLM (doctors, managers, administrators), it will explore the past, present and future design as well as delivery of leadership within the medical profession. It builds on work that has been previously funded by the University of Manchester's Institute for Health Policy and Organisation (IHPO).

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Dr Stoyan Stoyanov, University of Bath - *Identity Adaptation and Network Embeddedness among Migrant Entrepreneurs.*

Project summary: This study aims to examine how migrant entrepreneurs form, repair, maintain and dismiss their identity in order to achieve knowledge integration with host country business partners. Drawing on social identity theory, the study seeks to reveal the embedding processes of migrant entrepreneurs, and understand how they achieve business network entry and knowledge integration.

[Transitions 2](#)

Dr Yan Wang, Nottingham Trent University - *Board Diversity, Risk Disclosure and Performance in UK Higher Education Institutions*

Co-Investigators: Prof Collins Ntim, University of Southampton; and Prof Agyenim Boateng, De Montfort University

Project summary: The purpose of this project is to investigate the association between board diversity, risk disclosure, and performance in UK higher education institutions' (HEIs). More specifically, this project will explore how the diversity of governing boards, measured by both social-related diversity and occupational-related diversity and internal governance structure affect risk disclosure and performance. The findings of this project will be useful to senior management teams, employee/student unions, government, policy-makers and research bodies, in terms of promoting diversity in HEIs as well as informing future policies.

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Dr Juliette Summers - School of Management, University of St Andrews - *Business Improvement Districts (BIDs) are an international, and controversial, model for local economic development*

Project Summary: The research seeks to shed light on what models and meanings of inclusive growth are promoted by BID managers through exploring how they negotiate tensions between conflicting discursive resources impacting on, and available to, them in their work. In doing so, the project investigates the identity work undertaken in the authoring of BID managers' professional identities.

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Dr Simon Smith, University of Winchester - *Overtourism and Tourismphobia: Understanding and addressing paradoxical tensions in creating and maintaining Sustainable Cities and Communities (SDG 11)*

Co-Investigators: Dr Hugues Seraphin and Dr Adam Palmer, University of Winchester; and Professor Peter Stokes, Leicester Castle Business School, De Montfort University

Project summary: This year-long research project is designed to collect empirical evidence to understand the phenomenon of overtourism (including tourismphobia) within three destinations within Hampshire (UK). Applying the concept of Organizational Ambidexterity (a paradox theory), we will study and compare different stakeholders with a view to sharing practice and generating impact that directly address Sustainable Development Goal 11: "to protect and safeguard the world's cultural and natural heritage".

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Dr Thomas Calvard, University of Edinburgh Business School - *Lived Experiences of Bisexual Employees' Exclusion in UK Workplaces*

Co-Investigator: Dr Michelle O'Toole, University of Edinburgh Business School

Project summary: Our qualitative research project will use interviews and focus groups to investigate the lived experiences of a diverse sample of bisexual employees working across the UK and Ireland, in order to identify and raise awareness of bi-specific diversity and inclusion challenges and supports in organisations. We will be emphasising the significance of bisexuality as the 'B' part of the LGBT+ community of identities recognised more generally by workplaces and organisations. As well as BAM itself, we will also be working closely with the Chartered Institute of Personnel and Development (CIPD) and various LGBT+ and bi staff networks and activists to collect data and disseminate findings. We are grateful for the award of this BAM funding to develop this important research, and excited to complete the project and attend the BAM conference 2020 to share our findings and impact narratives in more depth.

MKE

Professor Carol Jarvis, Faculty of Business and Law, University of the West of England - *Developing an entrepreneurial mindset: The impact of team learning*

Co-Investigators: Assoc. Professor Hugo Gaggiotti and Dr Selen Kars-Unluoglu Bristol Business School, University of the West of England

Project summary: This project explores the interaction between learning environment – including space, micro culture, learning approach – and the development of learners’ psychological capital and entrepreneurial mindset in an entrepreneurship programme that takes an enquiry-led, team-based approach to learning. We take a collaborative, mixed methods approach to co-create, with learners and programme staff, a series of metrics that can be used to assess the impact of the pedagogic approach and learning environment on learners' development as entrepreneurial citizens, beyond their academic learning and achievements. In doing so, we seek to gain new, more critical insights into a “scholarship of practice” (Ramsey, 2014) and into the influence of the ‘micro-cultures’ in which these programmes are embedded (Tosey et al, 2015).

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Dr Kate Black, Newcastle Business School, Northumbria University - *Inter-generational knowledge creation, curation and circulation*

Project summary: Knowledge is the life-blood of developed economies and this knowledge is increasingly understood as processual, as socially and materially created, distributed, sustained or challenged and, in turn, defended or refined. However, as organisations become increasingly age diverse, so research suggests significant challenges in the creation and circulation of knowledge. An inter-generational focus is therefore taken to examine, within the case-study context of UK Business Schools, “How is knowledge created, and circulated between generations within knowledge-intensive organisations?” Better understanding of knowledge circulation will inform management educators’ practice by enabling critical appraisal of the management-education curriculum, a curriculum that typically fails to examine the nature of management knowledge or inter-generational issues such as the power dynamics of knowledge circulation.

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Dr Ian Stewart, Senior Lecturer, The University of Manchester - *Beneath the surface in experiential education – evaluation of the real costs in a large-class, international, Higher Education context*
Co-Investigator: Kun Wang, PGRA, The University of Manchester

Project summary: The true financial and human costs and risks of innovations in large-class experiential education for academics and students alike are under-researched and under-theorised. In this research, these costs and risks will be identified and categorised so that the choice to use simulations, games or other experiences in large-class settings can also be an evidence-based objective decision.



ANZAM/BAM

The inaugural BAM-ANZAM Collaborative Research Awards are given to:

Dr Behzad Hezarkhani (PI), Brunel University London (UK); Afshin Mansouri, Brunel University London (UK), and Dr Sean Asian, La Trobe University (AU) - *Supply Chain Collaboration among Agribusiness SMEs and Post-Brexit UK-Australia Trade*

Project summary: For a project to explore potential innovative supply chain solutions and identify opportunities for collaboration among groups of Australian agribusiness producers and UK buyers, with special focus on SMEs and new entrant firms, while incorporating the effects of current political and economic trends, e.g., Brexit.



Dr Amanda Jasmine Williamson (PI), Waikato Management School, the University of Waikato (NZ) and Professor Martina Battisti, Portsmouth Business School, University of Portsmouth (UK) - *Entrepreneurship: Dynamics in national sentiment of entrepreneurship*

Project summary: For a project using news media analysis and machine learning, to explore how public sentiments towards entrepreneurship have changed since 2000 and how those changes differ between five English-speaking countries - the US, Canada, UK, NZ and Australia. The resulting time-series data is then employed to predict within and between-country differences in entrepreneurial activity. By leveraging advances in artificial intelligence and big data, the comparative time-series analysis will provide a more nuanced and in-depth understanding of the role of public perception on entrepreneurial activity in the short as well the long-term.